

**Council on Postsecondary Education
Committee on Equal Opportunities
November 1, 2012**

Institutional Diversity Plan Assessment

The annual Institutional Diversity Plan Assessment is a component of The Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development. The policy was adopted by the Council on Postsecondary Education's Committee on Equal Opportunities August 23, 2010; the CPE adopted the policy September 12, 2010. The policy established several requisites for Kentucky's public postsecondary institutions: (1) develop and implement a diversity plan, (2) complete an annual assessment of the performance and progress in implementing the plan, and (3) report on the campus environment as well as the Campus Environment Team (CET).

The campus based diversity plans, at a minimum, address four areas: (1) student body diversity that reflects the diversity of the Commonwealth or the institution's service area, (2) achievement gaps, (3) workforce diversity, and (4) campus climate. The plans were developed using the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development, which includes guiding principles, commitments, and action statements.

Institutional diversity plans were reviewed and accepted by the institutions' boards of regents and trustees. The CEO reviewed, accepted, and recommended that each of the university plans be forwarded to their boards for approval; the CEO accepted, and CPE adopted the plans at their fall 2011 meeting. All plans were implemented once they were adopted.

The first Institutional Diversity Plan Assessment reports are due at the Council office Friday, November 16, 2012. Council staff developed several documents for institutional representatives to conduct a self-assessment of progress made, to provide direction and guidance, and to ensure that consistent data is collected from the eight universities and KCTCS, in the development of the reports. The Diversity Plan Assessment Checklist was revised several times, based upon comments and suggestions made by CEO members, Council staff, and EEO representatives and their institutional administrators. The attachments are included: Attachment A, Diversity Plan Assessment Checklist; Attachment B, Format Outline; and Attachment C, CET reporting guidelines. A summary of the institutional reports will be presented at the January 2013 CEO meeting.

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